

Position Description

Read each heading carefully before proceeding. Make statements simple, brief, and complete. Be certain the form is signed. Send the original to the Division of Personnel Services.

CHECK ONE: ☐ NEW POSITION ☒ EXISTING POSITION

Part I - Items 1 through 12 to be completed by department head or personnel office.

1. Agency Name Division for Children and Families		9. Position No. K0230855	10. Budget Program Number EA 29215		Agency Number	
2. Employee Name (leave blank if position vacant)			11. Present Class Title (if existing position) Human Service Assistant			
3. Division EAST REGION			12. Proposed Class Title			
4. Section PROGRAMS AND SERVICE INTEGRATION	For Use By Personnel	13. Allocation				
5. Unit EES		14. Effective Date				
6. Location (address where employee works) City: Independence County: MG		15. By	Approved			
7. (circle appropriate time) Full time XX Perm. Inter. Part time Temp. 100 %	Office	16. Audit Date: By: Date: By:				Position Number
8. Regular hours of work: (circle appropriate time) FROM:8:00 <u>AM</u> /PM To:5:00 <u>AM</u> /PM		17. Audit Date: By: Date: By:				

PART II - To be completed by department head, personnel office or supervisor of the position.

18. If this is a request to reallocate a position, briefly describe the reorganization, reassignment of work, new function added by law or other factors which changed the duties and responsibilities of the position.

19. Who is the supervisor of this position? (Who assigns work, gives directions, answers questions and is directly in charge.)

Name	Title	Position Number
Kathleen J Davied	Human Service Supervisor	K0041538

Who evaluates the work of an incumbent in this position?

Name	Title	Position Number
Kathleen J Davied	Human Service Supervisor	K0041538

20. a) How much latitude is allowed employee in completing the work? b) What kinds of instructions, methods and guidelines are given to the employee in this position to help do the work? c) State how and in what detail assignments are made.

Employee will adhere to strict deadlines in completing much of the work as it is time sensitive in nature. EES applications must be registered within days and review forms mailed on time and must be handled in a timely manner. Employee will be instructed through some on-line training, manuals of computer systems, and hands-on training by shadowing a seasoned employee. Incumbent will follow Federal, State and Agency regulations in the performance of duties. Assignments will come from the Department for Children and Families, Economic & Employment Services and Supervisors in team units, but employee may be asked to assist with other teams' work assignments.

21. Describe the work of this position using the page or one additional page only. (Use the following format for describing job duties:)

What is the action being done (use an action verb); to **whom** or **what** is the action directed (object of action) ; **why** is the action being done (be brief); **how** is the action being done (be brief). For each task state: Who reviews it? How often? What is it reviewed for?

Number Each Task and Indicate Percent of Time	<p><u>PROFESSIONAL ATTITUDE:</u> <i>While performing the tasks listed below, please remember that you are a representative of the Department for Children and Families, and you are expected to:</i></p> <p><i>*Demonstrate a willingness to help. Remember that your customer is anyone needing or asking for your assistance. For example, this could be other agency employees, community partners, landlords, state and community partners, and individuals and families seeking services from the agency;</i></p> <p><i>*Demonstrate an attitude of respect (i.e be attentive to the customer, communicate in a polite and professional tone of voice, meet with the customer, or return phone calls or emails within a reasonable period of time – as defined by your supervisor or program policy), process requests for service as quickly as possible;</i></p> <p><i>*Encourage individuals to identify and fulfill their own responsibilities;</i></p> <p><i>*Practice personal self-discipline and maintain ethical and professional behavior in times of frustration with difficult customers;</i></p> <p><i>*Provide information and service to those seeking your assistance. If you are unable to directly provide that service or information, you should offer to connect them with someone who can assist or advise them.</i></p> <p><i>Failure to demonstrate a professional attitude will directly reflect on the organization, the quality of service you provide, and will be considered unacceptable for any employee of the East Region DCF.</i></p>
1 – E – 50%	<p style="text-align: center;"><u>Team Support (EES)</u></p> <p><u>*Economic and Employment Services (EES):</u> This position exists to provide support to Economic and Employment Services. The position may involve direct customer interface in person, by mail, by phone, by fax, and/or by computer. Day to day duties may flex depending upon the program needs, office workload, time of month, and staffing situation.</p> <p>Work requires the application of data systems, each unique to the processes involved in a variety of social and human service delivery programs. Tasks involved extend from searching data systems for relevant or matching information, entering and manipulating data, and establishing initial client profile base. Some tasks require incumbent to request or transmit information through face-to-face, telephone, e-mail, or other collateral contacts and are accomplished following predetermined policies and guidelines. Functions require analysis and interpretation of data, situations, and circumstances; incumbent must determine appropriate and correct processes to be used; and tasks are learned through formal group training, manual and policy documents, and through coaching and training by the program supervisor. (See below for examples of program specific tasks.)</p> <p>Supports EES program by receiving initial applications from eligibility workers, registering the application which involves inquiry of customer information in KAECSES/KSCARES/KEES computer systems, saving new customer information to create a new case number or using an existing case number if found. Process includes data entry for programs applied for, names, social security numbers and addresses, pulling old or creating a new case file until paperless. Prepares redetermination forms and mails them appropriately, until mailed out by the system until KEES Phase 3. Communicates with customers, employers, providers by telephone and in person to disseminate or receive information needed to determine/re-determine eligibility for programs or in response to customer's request for information such as answering general program questions, receiving change information, and requesting appropriate verifications, copies material from the case file for customer, completes assistance verification forms (HUD, Head Start, etc.) received from other agencies/community partners, copies and mails/faxes information to Clearinghouse, etc. Assists Work Programs by preparing/copying and mailing materials needed for Orientation or other meetings. Files materials in case files and agency records according to prescribed format until paperless, this would include picking up processed cases and filing in the appropriate location (e.g. staging area, open or closed file room) under the BPM process. Pulls and mails case files for review, ICT, Quality Assurance, Medical, Temporary Aid to Families Sample, etc. and is also one of the contact for the return of the above files. Processes incoming and outgoing EES related mail. This would include matching incoming mail items to the case file as well as information turned in thru the front lobby window, entering on the non-lobby tracker and placing in the correct staging area. Attends daily unit meetings, taking and distributing notes from those meetings. (*See separate task for additional information.) * Maintains files by removing and destroying materials according</p>

to agency policy and in compliance with HIPAA regulations as well as maintaining the purge list. Case file management: creating, filing, pulling, organizing case files as well as identifying and destroying old files per established policy. **Training:** Attend trainings on performance of duties as directed and seek elbow training when necessary.

Phase 2 KEES responsibilities: Work as part of a support team sharing duties and cross trained. Currently the eligibility workers are imaging and printing documents into One Note. The process of scanning and indexing documents to the case is being shifted to support staff. When an application is received, whether it's in the lobby or through mail/drop off, the received will need to conduct a quick screening of the application to determine the next steps. The screening will determine if the application is to be scanned and sent to the CH for a MAGI determination or if the application will remain at DCF. Screening Criteria is provided in the support manual for KEES.

Phase 3 KEES responsibilities: Imaging: Ensures all documents are secure, quickly retrievable and associate to the files and applications. Captures and manages data from SSP, fax, email and mail. Use Image Now Printer functionality to capture electronic documents such as an email or document. Person Level indexing and Case Level indexing. Maintain "Unknown" document drawer. Work from Scanning Priorities: Hot Scan and Cold Scan. Maintain the Paper Retention area: file appropriately to monitor 60 day retention and shred when 60 days is met. Registration of all applications when appropriate and the process requires. Utilize the Task Inventory and Contact Log as actions require.

***Participation in Team Support:** Performs receptionist duties for the office and is considered to be the first backup for reception. Greets customers in a courteous and professional manner, treating each person with dignity and respect. Presents a pleasant, positive attitude that will promote comfort and safety to all customers/visitors and goodwill among employees. Promotes good public relations between customers and all agencies. Determines the customer's needs and refers customers to appropriate person for assistance, or takes the necessary information to make an appropriate referral for the customer. Maintains strict confidentiality. For customers needing EES related services (e.g. cash assistance, TANF, child care, medical assistance, food assistance) enter appropriate information onto the lobby tracker and inform customer of the next step. Answers and transfers telephone calls using multiline telephone system with calls answered in a courteous and professional manner and/or transferred expeditiously. If intended recipient is unavailable, transfer to voicemail or take a message. If caller does not wish to leave a message, ascertain the nature of the call and transfer to someone who is available.

Process Incoming & Outgoing Mail: Opens, date stamps and determines the appropriate routing of all incoming correspondence, forms and other materials. Insures the timely mailing of outgoing mail, to include transporting to the Post Office. Maintains postage machine, and supplies and keeps track of and/or requisitions postage as needed to insure sufficient amount to maintain office operation.

***File Management:** Case file management can consist of creating, filing, pulling, organizing case files and the information in those file as well as identifying and destroying old files/information per established policy for all program.

Other Duties-As Requested:

Fiscal Management: Functions are performed to ensure the accurate and timely receipting, recording, securing and transfer of monies and other securities in order to ensure that such handling reflects practices of the highest integrity and are carried out through pre-determined and established policies and procedures.

(The tasks above are examples of other duties and are not intended to be all inclusive)

All above assignments are reviewed randomly by the supervisor and through quality assurance reviews for conformance and accuracy.

1 – E – 30%

1 – E – 10%

1 – E – 10%

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22. a. If work involves leadership, supervisory, or management responsibilities, check the statement which best describes the position.
- () Lead worker assigns, trains, schedules, oversees, or reviews work of others.
 - () Plans, staffs, evaluates, and directs work of employees of a work unit.
 - () Delegates authority to carry out work of a unit to subordinate supervisors or managers.

- b. List the names, class titles, and position numbers of all persons who are supervised directly by employee on this position.

Title

Position Number

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23. Which statement best describes the results of error in action or decision of this employee?

- () Minimal property damage, minor injury, minor disruption of the flow of work.
- (X) Moderate loss of time, injury, damage or adverse impact on healthy and welfare of others.
- () Major program failure, major property loss, or serious injury or incapacitation.
- () Loss of life, disruption of operations of a major agency.

Please give examples.

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24. For what purpose, with whom and how frequently are contacts made with the public, other employees or officials?

Contacts are made daily with general public, contractors/providers, clients (customers), co-workers representing supervisors and administrators; and, rarely, court officials for the purpose of extracting or imparting information.

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25. What hazards, risks or discomforts exist on the job or in the work environment?

Work environment is that of atmosphere of a business office. Heating, cooling, lighting and ventilation are generally good. Incumbent may spend several hours per day using personal computer and other office machinery which may cause eye or muscle strain. Incumbent is generally free to get up from work station.

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26. List machines or equipment used regularly in the work of this position. Indicate the frequency with which they are used.

FAX, personal computer, telephone, copy machine, postage machine Ball used daily, state vehicle – occasionally

PART III - To be completed by the department head or personnel office

27. List in the spaces below the minimum amounts of education and experience which you believe to be necessary for an employee to begin employment in this position.

Education – General – High school diploma or equivalent

Education or Training – Preferred: Vocational training in a secretarial program

License, certificates and registrations

Special knowledge, skills and abilities

Must have the ability to establish and maintain productive work relationships with clients and other employees; ability to communicate effectively; ability to understand and interpret written materials, oral as well as written instructions; ability to perform basic arithmetic computations; ability to make basic decisions, maintain self-control in stressful situations, and take appropriate actions; and the ability to relate to and understand problems and needs of disadvantaged persons.

Experience – Preferred: 2 ½ years of clerical experience.

28. SPECIAL QUALIFICATIONS

State any additional qualifications for this position that are necessary either as a physical requirement of an incumbent on the job, a necessary special requirement, a bona fide occupational qualification (BFOQ) or other requirement that does not contradict the education and experience statement on the class specification. A special requirement must be listed here in order to obtain selective certification.

The work requires light physical exertion. The employee may be required to perform handling activities (stooping, bending, lifting) with lightweight or easily moved items (e.g. books, file folders, boxes of office supplies, small machine parts, etc.); perform moving activities for brief periods; operate light equipment; perform repetitive motions for brief periods. Daily use of a computer may be related to some physical discomfort and eye strain. This position is required to communicate verbally in order to work with external and internal customers, and uses a PC in order to gather and enter data; may be required to operate a motor vehicle to travel to/from required meetings.

Signature of Employee Date

Signature of Personnel Official Date

Approved:

Signature of Supervisor Date

Signature of Agency Head or
Appointing Authority Date